GOVERNMENT OF INDIA
CORPORATE AFFAIRS
LOK SABHA

UNSTARRED QUESTION NO:5033
ANSWERED ON:16.12.2016
Guidelines for Women Employees
Lakhanpal Shri Raghav

Will the Minister of CORPORATE AFFAIRS be pleased to state:

(a) whether the Government has taken cognizance that the companies located in the National Capital Region particularly in Noida, Ghaziabad and Gurgaon are violating the guidelines by keeping female employees in office after permissible time and if so, the details thereof;

(b) whether the Government has also taken note that female employees are kept in office beyond duty hours even in the absence of any female supervisors in accordance with the Government guidelines; and

(c) if so, the action taken against such errant companies during the last two years?

Answer

THE MINISTER OF STATE IN THE MINISTRY (SHRI ARJUN RAM MEGHWAL)
OF CORPORATE AFFAIRS

(a) to (c): The Ministry of Labour & Employment has informed that the working conditions are governed by Shops and Establishment Act of respective State Government and suitable action is taken by the respective State Government for any violation of the provisions of their respective Act.

The Government of India have circulated to all States the "Model Shops and Establishment (Regulation of Employment and Conditions of Service) Bill, 2016 for adopting the same as it is or modifying their existing State Shops and Establishment Act as per their requirement.

Under the Model Shops and Establishments (Regulation of Employment and Conditions of Service) Bill, 2016, no woman shall be required or allowed to work in a shop or establishment except between the hours of 6 a.m. to 9 p.m. Provided that where the State Government or any person, authorized by it in this behalf, is satisfied that the provision of shelter, rest room, night creche, ladies toilet, adequate protection of their dignity, honour and safety, protection from sexual harassment, and their transportation from the shop or establishment to the door step of their residence exists in such shop or establishment, it may, by notification, after obtaining consent of the women worker, allow her to work between 9 p.m. and 6 a.m. subject to such conditions as may be specified in the notification.

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